

# Memo

**To:** Tom Herre, City Manager  
**From:** Deb Hoffmann, City Attorney  
**Date:** March 27, 2012  
**Re:** Review and Implementation of Wage Compensation Study

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Our Consultant, Charles Carlson, has put together various compensation options for the Council to consider, per the discussion that the Council had at the last Committee of the Whole meeting on March 12, 2012.

To address the concerns of all interested parties, the City plans on holding several listening sessions. We have tentatively planned listening sessions with City Employees, for April 4<sup>th</sup>; one during the day and another one in the evening, after office hours. Mr. Carlson will be in attendance to answer questions and explain his plan. Later that day, we'll host a listening session that the Council may attend to hear comments from all interested parties.

Generally, the recommendations contained in the Carlson report are intended to be implemented beginning in 2013, so that we will have time to appropriately plan and budget for these changes.

Based on the input received at the Committee of the Whole meeting on March 28<sup>th</sup> and the listening sessions, Mr. Carlson will make any necessary revisions and we can bring the compensation proposal to the City Council for approval on April 11<sup>th</sup>.